

CAPTain::compact® agility

CAPTain::compact® agility is a web-based potential analysis for the differentiated and objective assessment of the work and performance style. It answers the following question: To what extent does a person's behaviour match the values and principles of agile practices?

Working environments change, but the people remain the same. Agile structures are being introduced throughout companies. Ideally, teams should organise themselves autonomously without hierarchies. The challenge, however, is to deal with uncertainty and complexity. Quite often, though, employees are overwhelmed by this, sometimes just because they don't know what is expected of them. The same applies to managers who are suddenly expected to give much more leeway to their employees.

The CAPTain::compact® agility evaluation contains a requirements profile for successful behaviour in agile structures. Strengths and areas for development are shown in concrete terms.

The following factors are captured:

coping with challenges – dealing with complexity – decisiveness – creativity – change competence – positive error culture – hierarchy-orientation – contact and communication – work-sharing – commitment – initiative – activity

Who can benefit and how?

- employees in an honest self-reflection process
- Manager and employee for a well-founded performance and development review
- Managers, employees and personnel developers for the need-oriented planning of personnel development measures
- Manager and personnel supervisor in the selection of personnel in line with the requirements

Areas of use: applicant selection, team composition, potential analysis, personnel development

Target groups: professionals and managers, employees in agile structures

Question format: 183 pairs of comparative questions (distortion-proof)

Time: 30 minutes (plus 20 minutes self-assessment optional)

We will gladly provide you with detailed information.